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A series of preliminary reports concerning college and university finance, including salaries, tuition, and room and board, derived primarily from analyses of information reported to the Office in connection with its annual survey of higher education salaries and related data.

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1. *Salaries and Fees in Land-Grant Colleges and State Universities, 1961–62*, W. Robert Bokelman and Louis A. D'Amico. March 1962, 9 p.
2. *Student Charges and Faculty Salaries in Junior Colleges, 1961–62*, W. Robert Bokelman, Louis A. D'Amico, and Anna Jane Holbrook. July 1962, 9 p.
3. *A Half-Century of Salaries at Land-Grant Institutions*, W. Robert Bokelman, Louis A. D'Amico, and Anna Jane Holbrook. October 1962, 9 p.

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March 1962 OE-52004-1

SALARIES AND FEES IN LAND-GRANT COLLEGES AND STATE UNIVERSITIES, 1961-62

By W. Robert Bokelman, Chief, Business Administration Section
and
Louis A. D'Amico, Specialist for Business Administration

The average 1961-62 faculty salary in both the land-grant colleges and the State universities (members of State Universities Association) increased by 6 percent over that for 1960-61. During the same period, undergraduate tuition and fees rose by 10 percent for the State universities and by 6 percent for the land-grant colleges. These increases are revealed in tables compiled from 1961-62 data secured by the Office of Education in its annual survey of higher education salaries, tuition and fees, and room and board.

In the group of 51 land-grant colleges[1/] attended predominantly by white students, the average increase for the four faculty ranks combined (professor, associate professor, assistant professor, and instructor) is greater for the faculty on 11-12 month contracts than for those on 9-10 month contracts: $560 vs. $470. (See tables 1 and 2.[2/]) Table 3, giving average salaries for the State universities, shows that the average 11-12 month increase for the four ranks combined was $570 as compared to $530 for the average 9-10 month increase.

In the group of 15 land-grant colleges[3/] attended primarily by Negroes, the rate of increase for the 9-10 month salaries is almost equal to that of the

This is the first of a Finance Series, a new Office of Education publication designed to present, as it becomes available, preliminary and other information concerning college and university finance, including salaries, tuition, room, and board. A separate Physical Facilities Series presents information on construction and other matters related to the capital program. These two series will enable the Office to disseminate data before publication of the final report.

1/ Fifty-one responses from a total group of 52.

2/ Regional divisions in these tables are as follows: North Atlantic: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; Great Lakes and Plains: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; Southeast: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia; and West and Southwest: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, Wyoming.

3/ Fifteen responses from a total group of 16.

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51-college land-grant group; but the average salary for the four ranks combined in the 15-college group is only $5,920 as compared to $8,330 for the 51-college group ($7,370 vs. $9,970 for comparable 11-12 month salaries).

Regionally, among the land-grant colleges, both for 9-10 month and 11-12 month salaries, the North Atlantic institutions show the largest rate of salary increase for the four faculty ranks combined, 7.2 and 8.0 percent, respectively; and the West and Southwest institutions show the lowest rate of increase, 3.5 and 4.2 percent, respectively.

Among the four faculty ranks in the land-grant colleges, generally the higher the rank, the higher the rate of increase in salary. Notable exceptions are assistant professors in the North Atlantic, who received the highest rate of increase for that region, both among 9-10 month and 11-12 month salaries; and professors in the West and Southwest, who received the smallest rate of increase for any faculty rank in the 11-12 month group. Assistant professors in the State universities did not rank as high in percent of increase as did their counterparts in the land-grant colleges, receiving the lowest percent of increase of all faculty ranks in the 11-12 month group and a lower rate of increase than instructors in the 9-10 month group.

Table 4 presents 1961-62 tuition and fees, room rates, and board rates for each land-grant college and State university. (As indicated in the table footnotes, figures for 1960-61 have been used for three institutions not reporting for 1961-62.) Comparisons of 1960-61 and 1961-62 costs by three institutional group categories appear in table 5. Because only those institutions which provided data for both years are included, seven are omitted which lack information for one of the two years. The largest rate of increase is in nonresident tuition and fees--11 percent for State universities. Resident fees and room-rate increases hover around 5 percent for all groups. Board rates in 1961-62 show little increase for any group, and in fact reflect a slight decrease for the State university group.

Table 1.--Salaries (9-10 months) for deans and faculty members in
LAND-GRANT INSTITUTIONS,
by region and predominant race of students: 1961-62

Academic rank	White[1/]					Negro[1/]
	Total U.S.	North Atlantic	Great Lakes and Plains	Southeast	West and Southwest	Total U.S.
Dean						
Number: Institutions	(Because of the limited number of deans employed on a 9-10 month basis, salary data for deans are not reported here.)					
Individuals						
Maximum mean salary						
Third quartile mean salary						
Median mean salary						
First quartile mean salary						
Minimum mean salary						
Mean salary						
Average increase from 1960-61:						
Amount						
Percent						
Professor						
Number: Institutions	50	12	12	12	14	13
Individuals	4,516	1,003	1,751	744	1,018	269
Maximum mean salary	$14,270	$14,270	$12,750	$11,090	$14,080	$8,610
Third quartile mean salary	12,700	12,690	12,180	10,510	14,080	7,970
Median mean salary	11,460	10,800	11,810	9,790	12,430	7,860
First quartile mean salary	10,510	10,460	11,460	9,680	10,560	7,650
Minimum mean salary	7,590	9,380	7,900	7,590	8,300	7,170
Mean salary	11,490	11,470	11,700	9,860	12,350	7,860
Average increase from 1960-61:						
Amount	700	700	730	850	480	340
Percent	6.5	6.5	6.7	9.4	4.0	4.5
Associate Professor						
Number: Institutions	51	12	12	12	15	15
Individuals	4,152	995	1,476	677	1,004	277
Maximum mean salary	$9,740	$9,740	$9,250	$8,610	$9,700	$7,400
Third quartile mean salary	9,170	9,470	8,980	8,130	9,700	6,670
Median mean salary	8,780	8,500	8,870	8,070	8,840	6,510
First quartile mean salary	8,160	8,190	8,780	7,490	8,160	6,360
Minimum mean salary	6,660	7,550	6,980	6,660	6,790	5,280
Mean salary	8,630	8,700	8,800	7,820	8,840	6,470
Average increase from 1960-61:						
Amount	480	530	490	540	270	330
Percent	5.9	6.5	5.9	7.4	3.2	5.4
Assistant Professor						
Number: Institutions	51	12	12	12	15	15
Individuals	5,260	1,259	1,786	910	1,305	436
Maximum mean salary	$8,170	$7,690	$7,610	$7,130	$8,170	$6,570
Third quartile mean salary	7,530	7,410	7,530	6,930	7,570	5,920
Median mean salary	7,170	7,070	7,430	6,920	7,420	5,810
First quartile mean salary	6,850	6,760	7,170	6,630	6,850	5,380
Minimum mean salary	5,580	6,300	5,940	5,580	5,710	4,480
Mean salary	7,110	7,070	7,300	6,670	7,220	5,630
Average increase from 1960-61:						
Amount	370	470	400	420	210	320
Percent	5.5	7.1	5.8	6.8	3.0	6.0
Instructor						
Number: Institutions	50	12	12	11	15	15
Individuals	3,390	879	1,333	665	513	469
Maximum mean salary	$6,530	$6,450	$6,180	$5,830	$6,530	$5,680
Third quartile mean salary	6,080	5,940	6,160	5,570	6,110	5,000
Median mean salary	5,660	5,740	5,970	5,240	5,660	4,870
First quartile mean salary	5,460	5,460	5,580	5,100	5,620	4,560
Minimum mean salary	4,430	5,090	4,810	4,430	4,930	3,740
Mean salary	5,650	5,670	5 790	5,340	5,760	4,720
Average increase from 1960-61:						
Amount	260	360	240	310	220	180
Percent	4.8	6.7	4.3	6.2	4.0	3.9
Four Faculty Ranks Combined						
Number: Institutions	51	12	12	12	15	15
Individuals	17,318	4,136	6,346	2,996	3,840	1,451
Maximum mean salary	$10,490	$9,900	$9,340	$8,000	$10,490	$7,020
Third quartile mean salary	8,830	8,590	8,830	7,890	10,490	6,080
Median mean salary	8,240	7,800	8,790	7,720	8,510	6,010
First quartile mean salary	7,690	7,690	8,240	7,090	7,790	5,730
Minimum mean salary	5,460	6,840	6,330	5,810	5,460	4,110
Mean salary	8,330	8,230	8,540	7,410	8,810	5,920
Average increase from 1960-61:						
Amount	470	550	490	460	360	310
Percent	6.0	7.2	5.9	6.6	3.5	5.5

1/ Institutions attended predominantly by the race indicated.

Table 2.--Salaries (11-12 months) for deans and faculty members in

LAND-GRANT INSTITUTIONS,

by region and predominant race of students: 1961-62

Academic rank	White[1/]					Negro[1/]
	Total U.S.	North Atlantic	Great Lakes and Plains	Southeast	West and Southwest	Total U.S.
Dean						
Number: Institutions	50	11	12	12	15	11
Individuals	281	49	75	79	78	30
Maximum mean salary	$20,180	$18,830	$20,180	$16,700	$19,650	$13,800
Third quartile mean salary	18,530	18,780	19,780	14,760	17,400	11,760
Median mean salary	15,740	14,840	18,930	14,610	16,100	10,120
First quartile mean salary	14,200	13,560	16,430	13,600	14,170	9,920
Minimum mean salary	11,600	13,000	12,250	11,600	12,320	8,200
Mean salary	16,000	15,830	17,900	14,380	15,960	10,340
Average increase from 1960-61:						
Amount	870	1,300	440	910	1,060	600
Percent	5.8	9.0	2.5	6.8	7.1	6.1
Professor						
Number: Institutions	48	11	12	11	14	9
Individuals	3,424	701	1,153	706	864	79
Maximum mean salary	820	$13,120	$14,170	$12,590	$15,820	$10,680
Third quartile mean salary	,640	12,980	,830	12,260	15,820	9,680
Median mean salary	12,550	12,080	13,400	11,070	11,680	9,580
First quartile mean salary	11,230	11,230	12,950	10,960	11,430	8,040
Minimum mean salary	9,810	10,670	9,800	9,810	10,330	8,020
Mean salary	12,510	12,160	13,150	11,370	12,850	9,260
Average increase from 1960-61:						
Amount	760	990	770	800	380	300
Percent	6.5	8.9	6.3	7.6	3.0	3.4
Associate Professor						
Number: Institutions	49	11	12	11	15	9
Individuals	2,595	509	903	538	645	25
Maximum mean salary	$14,130	$10,470	$10,840	$9,760	$14,130	$8,400
Third quartile mean salary	10,520	9,640	10,700	9,200	10,120	7,560
Median mean salary	9,670	9,360	10,610	9,110	9,660	7,400
First quartile mean salary	9,110	8,770	9,900	8,920	9,170	6,930
Minimum mean salary	7,900	8,500	8,290	7,900	8,400	5,680
Mean salary	9,760	9,450	10,270	9,110	9,820	7,170
Average increase from 1960-61:						
Amount	540	600	470	510	510	1
Percent	5.9	6.8	4.8	5.9	5.5	.01
Assistant Professor						
Number: Institutions	49	11	12	11	15	9
Individuals	2,553	500	921	504	628	46
Maximum mean salary	$11,050	$9,190	$9,200	$8,240	$11,050	$8,530
Third quartile mean salary	8,770	8,300	9,020	8,050	8,910	6,600
Median mean salary	8,130	8,130	8,720	7,620	7,970	6,430
First quartile mean salary	7,620	7,430	8,100	7,410	7,760	6,060
Minimum mean salary	6,500	7,170	7,350	6,500	7,290	5,520
Mean salary	8,220	8,160	8,580	7,710	8,140	6,470
Average increase from 1960-61:						
Amount	440	670	410	280	400	230
Percent	5.7	9.0	5.0	3.8	5.2	3.8
Instructor						
Number: Institutions	46	11	12	10	13	8
Individuals	,108	188	565	220	135	55
Maximum mean salary	$8,400	$7,500	$7,730	$6,410	$8,400	$6,430
Third quartile mean salary	6,840	6,470	6,960	6,320	6,650	6,010
Median mean salary	6,620	6,470	6,840	6,300	6,340	5,460
First quartile mean salary	6,320	6,340	6,840	6,200	6,030	5,370
Minimum mean salary	4,000	5,000	5,870	4,000	5,950	4,640
Mean salary	6,620	6,410	6,890	6,210	6,410	5,620
Average increase from 1960-61:						
Amount	250	240	260	210	310	220
Percent	3.9	3.9	3.9	3.4	5.1	4.1
Four Faculty Ranks Combined						
Number: Institutions	49	11	12	11	15	10
Individuals	9,680	1,898	3,542	1,968	2,272	235
Maximum mean salary	$12,930	$11,240	$11,230	$9,850	$12,930	$9,110
Third quartile mean salary	10,810	10,400	10,960	9,500	11,020	8,510
Median mean salary	9,610	9,420	10,560	9,240	9,640	7,040
First quartile mean salary	9,230	9,060	9,610	8,800	8,930	6,500
Minimum mean salary	8,150	8,720	8,150	8,650	8,290	6,360
Mean salary	9,970	9,810	10,230	9,240	10,310	7,370
Average increase from 1960-61:						
Amount	560	780	570	460	340	290
Percent	6.0	8.0	5.3	5.9	4.2	4.1

1/ Institutions attended predominantly by the race indicated.

Table 3.--Salaries (9-10 and 11-12 months) for deans and faculty members in

INSTITUTIONS OF THE STATE UNIVERSITIES ASSOCIATION[1]: 1961-62

Academic rank	9-10 months			11-12 months		
	1961-62	Increase over 1960-61		1961-62	Increase over 1960-61	
		Dollar	Percent		Dollar	Percent
Dean						
Number: Institutions				19		
Individuals				93		
Maximum mean salary				$21,900		
Third quartile mean salary				17,560		
Median mean salary				15,150		
First quartile mean salary				13,770		
Minimum mean salary				11,370		
Mean salary				15,910	$1,200	8.1
Professor						
Number: Institutions	21			12		
Individuals	2,500			189		
Maximum mean salary	$12,940			$15,650		
Third quartile mean salary	12,670			14,350		
Median mean salary	11,320			12,240		
First quartile mean salary	10,210			11,420		
Minimum mean salary	7,910			9,570		
Mean salary	11,250	$800	7.6	12,560	940	8.1
Associate Professor						
Number: Institutions	21			13		
Individuals	2,101			132		
Maximum mean salary	$9,330			$11,450		
Third quartile mean salary	9,070			10,720		
Median mean salary	8,710			9,690		
First quartile mean salary	8,220			9,560		
Minimum mean salary	6,660			8,400		
Mean salary	8,560	520	6.5	9,940	540	5.7
Assistant Professor						
Number: Institutions	21			14		
Individuals	2,187			143		
Maximum mean salary	$7,540			$9,540		
Third quartile mean salary	7,300			8,830		
Median mean salary	7,150			7,970		
First quartile mean salary	6,940			7,390		
Minimum mean salary	5,630			6,870		
Mean salary	7,060	370	5.5	8,010	170	2.2
Instructor						
Number: Institutions	21			9		
Individuals	1,187			54		
Maximum mean salary	$6,230			$8,080		
Third quartile mean salary	5,740			8,080		
Median mean salary	5,640			5,980		
First quartile mean salary	5,210			5,940		
Minimum mean salary	4,160			4,730		
Mean salary	5,560	310	5.9	6,540	410	6.7
Four Faculty Ranks Combined						
Number: Institutions	21			14		
Individuals	7,980			518		
Maximum mean salary	$9,700			$13,390		
Third quartile mean salary	9,470			10,850		
Median mean salary	8,310			9,710		
First quartile mean salary	8,000			8,900		
Minimum mean salary	6,500			8,030		
Mean salary	8,540	530	6.6	10,010	570	6.0

[1] This table includes returns from all members of the State Universities Association except the University of Alabama, Montana State University, State University of New York, and Ohio University. Comparisons with 1960-61 are with the same 21 universities.

Table 4.--TUITION AND FEES, ROOM RATES, AND BOARD RATES AT

Institutions of The American Association of Land-Grant Colleges and State Universities and of The State Universities Association, by State: 1961-62

(Figures reported are rates for the typical undergraduate full-time student. In.= inapplicable; NA = data not available)

Institution	Undergraduate tuition and fees		Room rate		Board rate (7-day unless footnoted)	
	Resident	Non-resident	Men	Women	Men	Women
Alabama						
Alabama Agricultural and Mechanical College	$120	$150	$120	$120	$320	$320
Auburn University	225	525	159	189	336	306
University of Alabama	260	610	170	170	In.	370
Alaska						
University of Alaska	123	323	200	200	650	650
Arizona						
Arizona State University (Tempe)	207	807	265	280	450	450
University of Arizona	231	831	254	262	In.	In.
Arkansas						
Agricultural, Mechanical and Normal College	164	264	158	158	368	368
University of Arkansas	200	470	250	340	370	340
California						
University of California[1]	146	646	263	263	517	517
Colorado						
Colorado State University	240	585	198	198	522	522
University of Colorado	262	836	213	213	497	497
Connecticut						
University of Connecticut	160	560	200	200	[2]364	[2]336
Delaware						
Delaware State College	159	384	100	100	327	327
University of Delaware	315	650	230	230	410	410
Florida						
Florida Agricultural and Mechanical University	212	562	150	150	285	285
University of Florida	226	576	200	200	In.	In.
Florida State University	180	530	200	200	356	356
Georgia						
Fort Valley State College	189	489	135	135	315	315
Georgia Institute of Technology	309	699	210	270	In.	In.
University of Georgia	233	578	240	240	399	399
Hawaii						
University of Hawaii	241	241	250	250	In.	In.
Idaho						
University of Idaho	154	404	220	220	430	430
Illinois						
University of Illinois	230	580	326	326	474	474
Indiana						
Indiana University	210	540	337	362	448	448
Purdue University	240	615	295	307	500	500
Iowa						
Iowa State University	297	600	225	225	435	435
State University of Iowa	290	620	340	340	540	540
Kansas						
Kansas State University	208	518	297	312	363	348
University of Kansas	208	518	180	180	450	450
Kentucky						
Kentucky State College	126	236	126	120	320	320
University of Kentucky	162	362	230	246	330	354

See footnotes at end of table.

Table 4.--TUITION AND FEES, ROOM RATES, AND BOARD RATES AT Institutions of The American Association of Land-Grant Colleges and State Universities and of The State Universities Association, by State: 1961-62--continued

Institution	Undergraduate tuition and fees		Room rate		Board rate (7-day unless footnoted)	
	Resident	Non-resident	Men	Women	Men	Women
Louisiana						
Louisiana State University	$120	$420	$240	$320	In.	$400
Southern University	42	642	161	172	324	324
Maine						
University of Maine	400	800	260	260	440	440
Maryland						
University of Maryland[3/]	291	591	210	240	400	400
Maryland State College[3/]	---	---	---	---	---	---
Massachusetts						
Massachusetts Institute of Technology	[4/] 1,536	In.	370	460	[2/] 413	[2/] 413
University of Massachusetts	304	704	200	200	[5/] 414	[5/] 414
Michigan						
Michigan State University	279	750	276	276	510	510
University of Michigan	280	750	307	310	505	505
Wayne State University	280	580	In.	340	In.	In.
Minnesota						
University of Minnesota	273	660	289	298	497	506
Mississippi						
Alcorn Agricultural and Mechanical College	129	329	81	81	255	255
Mississippi State University	198	448	150	150	In.	In.
University of Mississippi	260	660	150	180	In.	In.
Missouri						
Lincoln University	120	220	170	170	In.	In.
University of Missouri	215	465	244	244	426	426
Montana						
Montana State College	311	589	195	195	456	456
Montana State University	313	591	195	195	455	455
Nebraska						
University of Nebraska	264	504	200	200	400	400
Nevada						
University of Nevada	214	514	200	200	540	540
New Hampshire						
University of New Hampshire	402	822	201	237	360	360
New Jersey						
Rutgers, The State University	475	575	300	300	450	450
New Mexico						
New Mexico State University	250	500	180	180	[5/] 460	[5/] 460
University of New Mexico	270	520	256	256	440	440
New York						
Cornell University	([4/] 1,600 [5/] 310	[6/] 710	345	474	432	516
State University of New York[1/ 7/]	55-353	300-653	200-280	200-280	380-500	380-500
North Carolina						
Agricultural and Technical College of N. C.	307	585	128	128	272	272
University of North Carolina	279	704	172	220	In.	400
North Carolina State College	315	740	170	In.	In.	In.
North Dakota						
North Dakota State University	182	332	195	195	In.	In.
University of North Dakota	180	330	184	184	410	410
Ohio						
Miami University	350	700	300	300	475	475
Ohio State University	360	735	318	318	501	501
Ohio University	350	700	288	288	468	468

See footnotes at end of table.

Table 4.--TUITION AND FEES, ROOM RATES, AND BOARD RATES AT Institutions of The American Association of Land-Grant Colleges and State Universities and of The State Universities Association, by State: 1961-62--continued

Institution	Undergraduate tuition and fees		Room rate		Board rate (7-day unless footnoted)	
	Resident	Non-resident	Men	Women	Men	Women
Oklahoma						
Langston University	$144	$390	$100	$110	$297	$297
Oklahoma State University	210	540	268	263	320	297
University of Oklahoma	244	576	240	240	350	350
Oregon						
Oregon State College	270	570	240	240	444	444
University of Oregon	270	570	240	240	486	486
Pennsylvania						
Pennsylvania State University	525	1,050	294	294	501	501
Puerto Rico						
University of Puerto Rico[1/]	139	NA	180	225	450	450
Rhode Island						
University of Rhode Island	255	805	300	325	[2/] 400	[2/] 400
South Carolina						
Clemson Agricultural College	350	550	172	In.	360	In.
South Carolina State College	120	350	105	105	298	298
University of South Carolina	300	500	170	170	340	340
South Dakota						
South Dakota State College	287	455	216	216	[2/] 352	[2/] 352
State University of South Dakota	288	456	200	200	[2/] 304	[2/] 304
Tennessee						
Tennessee Agricultural and Industrial State U.	165	330	141	141	315	315
University of Tennessee	225	525	240	225	In.	In.
Texas						
Agricultural and Mechanical College of Texas	156	456	128	In.	352	In.
Prairie View Agricultural and Mechanical Col	147	447	120	120	297	297
University of Texas	136	436	250	250	In.	432
Utah						
Utah State University	198	348	255	210	420	420
University of Utah	255	435	200	200	450	450
Vermont						
University of Vermont	416	1,040	290	290	440	440
Virginia						
Virginia Polytechnic Institute	300	600	120	120	360	360
Virginia State College	340	510	124	124	[2/] 279	[2/] 279
University of Virginia	364	824	200	225	[2/] 325	[2/] 325
Washington						
University of Washington	300	600	225	225	450	450
Washington State University	250	600	306	306	434	434
West Virginia						
West Virginia University	230	560	262	262	342	342
Wisconsin						
University of Wisconsin	236	725	312	342	508	508
Wyoming						
University of Wyoming	252	514	149	149	[5/] 403	[5/] 403

1/ 1960-61 data used.
2/ 5-day board rate.
3/ Included in University of Maryland report.
4/ Endowed divisions.
5/ 6-day board rate.
6/ Land-grant divisions.
7/ Range for all campuses.

Table 5.--COMPARISON OF TUITION AND FEES, ROOM RATES, AND BOARD RATES AT

Institutions of The American Association of Land-Grant Colleges and State Universities and of The State Universities Association[1]

1960-61 and 1961-62

(Figures reported are rates for the typical undergraduate full-time student.)

Institutional group	Undergraduate tuition and fees		Room rate		Board rate	
	Resident	Non-resident	Men	Women	Men	Women
Land-grant institutions (62)						
Attended predominantly by Negro students (13)						
1961-62	$150	$375	$130	$131	$304	$304
1960-61	143	347	123	124	297	297
Increase: Amount	7	28	7	7	7	7
Percent	5.0	8.1	5.8	6.0	2.4	2.4
Attended predominantly by white students (49)						
1961-62	$265	$589	$238	$255	$421	$423
1960-61	250	551	228	245	417	417
Increase: Amount	15	38	10	10	4	6
Percent	6.2	7.0	4.5	4.0	1.1	1.4
State University Association (25 institutions)						
1961-62	$265	$603	$228	$241	$430	$426
1960-61	241	542	217	227	436	436
Increase: Amount	24	61	11	14	-6 [2]	-10 [3]
Percent	9.9	11.2	5.1	6.5	-1.3	-2.3

[1] The following institutions were not included in these comparisons because of lack of data for one of the two years: University of Alaska, University of California, Delaware State College, Fort Valley State College, State University of New York, University of Puerto Rico, and Virginia State College.

[2] If amounts reported here for University of Michigan and University of Virginia were omitted (these two showed decreases from prior year), percentage of increase would be 1.0.

[3] If amounts reported here for University of Michigan, University of Texas, and University of Virginia were omitted (these three showed decreases from prior year), percentage of increase would be 0.8.

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College and University Finance Series

U. S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
Office of Education

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OE-52004-2

STUDENT CHARGES AND FACULTY SALARIES IN JUNIOR COLLEGES, 1961-62

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and Anna Jane Holbrook, Research Assistant

From the data furnished in response to the 1961-62 annual survey on salaries and basic student charges,[1/] this issue presents tabulations of the information as it pertains to junior colleges. Responses from these institutions represented 66 percent of the 348 publicly supported junior colleges and 63 percent of the 239 privately supported junior colleges. In this report the junior college category comprises all higher education institutions (including technical institutes and semiprofessional schools) offering at least 2 but less than 4 years of work beyond the 12th grade.

Tuition and Fees

Of the 231 public institutions responding to the survey, 43 indicated that no tuition and fee charges were required of resident students, and 7 did not supply information for this item. Of the 150 private institutions responding, 21 did not report tuition and required fees data.

The average amount charged for tuition and fees by the junior colleges of the United States was $146 for public institutions and $542 for private institutions. Regionally, the range for public institutions was from $118 in the Great Lakes and Plains to $269 in the North Atlantic; for private institutions, it was from $402 in the Southeast to $795 in the North Atlantic. (See table A.)

Differences between average tuition and fees for resident and for nonresident students in public institutions ranged from $160 in the Southeast to $254 in the North Atlantic, or an overall average difference of $209. It will be seen in table B that only 137 public junior colleges (out of the 181 shown in table A) reported both resident and nonresident fees.

The Finance Series is designed to present, as it becomes available, preliminary and other information concerning college and university finance, including salaries, tuition, room, and board. A separate Physical Facilities Series presents information on construction and other matters related to the capital program. These two series will enable the Office to disseminate data before publication of the final report. The first in the Finance Series was OE-52004-1: Salaries and Fees in Land-Grant Colleges and State Universities, 1961-62.

1/ *Higher Education Salaries, 1961-62, Office of Education, and Higher Education Basic Student Charges, 1961-62, Office of Education, now in process, formerly published in one volume as Higher Education Planning and Management Data.*

Table A.--Tuition and fees--Junior colleges, by control and region: Contiguous States, 1961-62

Region	Public (Resident)		Private	
	Number of insts.	Average tuition and fees	Number of insts.	Average tuition and fees
Total	181	$146	129	$542
North Atlantic	26	269	43	795
Great Lakes and Plains	72	118	25	442
Southeast	32	129	48	402
West and Southwest	51	135	13	414

Table B.--Tuition and fees--Public junior colleges, by region and residency status: Contiguous States, 1961-62

Region	Number of insts.	Tuition and fees by residency status		
		Resident	Nonresident	Difference
Total	137	$147	$356	$209
North Atlantic	21	263	517	254
Great Lakes and Plains	38	116	336	220
Southeast	31	128	288	160
West and Southwest	47	133	347	214

Dormitory Room Charges

For those institutions reporting dormitory room charges, the average rate for women was 6 percent higher than that for men ($153 vs $145) in the case of public institutions; and 36 percent higher ($221 vs $163) in the case of private institutions. Table C shows the regional range in each group, as well as the number of institutions from which these data stem.

Board Charges

Average 7-day board charges were approximately the same for men as for women in public institutions, and, moreover, these charges were the same as that for men in private institutions. However, average 7-day board for women in private institutions was 24 percent higher than comparable board for men. Table D shows regional ranges in 7-day board charges for men and women and for public and private institutions, again with the number of institutions represented.

Faculty Salaries

Tables 1A and 1B present mean salaries (9-10-month and 11-12-month, respectively) for deans and instructional personnel at junior colleges. For those on 9-10-month schedules the mean salary for instructional personnel was $7,210 in public institutions as compared with $5,180 in private institu-

Table C.--Dormitory room charges--Junior colleges, by sex, control, and region: Contiguous States, 1961-62

Region	Public				Private			
	Men		Women		Men		Women	
	Number of insts.	Average room charges	Number of insts.	Average room charges	Number of insts.	Average room charges	Number of insts.	Average room charges
Total	46	$145	44	$153	72	$163	94	$221
North Atlantic	1	111	30	111	1	111	32	111
Great Lakes and Plains .	4	190	6	189	18	146	18	190
Southeast.	10	91	10	91	33	129	43	168
West and Southwest . . .	31	157	27	170	9	161	9	171

Table D.--7-day board charges--Junior colleges, by sex, control, and region: Contiguous States, 1961-62

Region	Public				Private			
	Men		Women		Men		Women	
	Number of insts.	Average board charges	Number of insts.	Average board charges	Number of insts.	Average board charges	Number of insts.	Average board charges
Total	32	$345	33	$347	66	$347	89	$431
North Atlantic	1	315	1	315	8	406	22	588
Great Lakes and Plains .	1	315	1	315	18	348	18	416
Southeast	10	281	10	281	31	319	40	367
West and Southwest . . .	20	379	21	382	9	387	9	362

tions; and for those on 11-12-month schedules the mean salary was $7,900 in public institutions as compared with $5,620 in private institutions. Tables 2-5, A and B, break down by size of enrollment the data in tables 1A and 1B, in the following order: enrollment below 500, enrollment 500-999, enrollment 1,000-2,499, and enrollment 2,500 and above. Again the "A" tables consider 9-10-month personnel and the "B" tables 11-12-month personnel. It is clear from these tables that salaries increased in direct relationship to size of enrollment.

Administrative Salaries

Since administrative personnel are generally employed on an 11-12-month basis, the average salaries of six positions most commonly found in junior colleges appear in table 6. Here, as in the case of instructional personnel, there is a pattern of rise in salary with rise in enrollment.

Table 1A.--Salaries (9-10 months) for deans and faculty members in JUNIOR COLLEGES by control and region: Contiguous States, 1961-62

Academic rank	Public junior colleges, by region					Private junior colleges, by region				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number of:										
Institutions	36	4	12	4	16	24	5	4	13	2
Individuals	63	12	13	4	34	29	8	4	15	2
Maximum mean salary	$14,160		$10,500		$14,160	$10,500	$9,170		$10,500	
Third quartile mean salary	10,560		8,700		10,770	7,900	8,270		7,800	
Median mean salary	9,260	(1/)	7,800	(1/)	9,260	6,000	6,800	(1/)	6,000	(1/)
First quartile mean salary	8,260		7,500		8,980	5,130	5,130		5,050	
Minimum mean salary	5,910		6,900		6,850	2,160	4,350		2,160	
Mean salary	8,980		8,260		9,960	6,500	6,600		6,400	
All instructional personnel										
Number of:										
institutions	209	22	75	29	83	96	32	15	42	9
individuals	8,602	685	1,728	821	5,368	1,911	747	323	696	145
Maximum mean salary	$9,890	$8,150	$8,390	$6,500	$9,890	$9,350	$7,040	$9,350	$5,370	$6,070
Third quartile mean salary	8,270	7,620	7,700	5,780	8,340	5,890	6,010	5,820	4,760	6,070
Median mean salary	7,450	6,670	7,250	5,260	8,090	5,270	5,860	5,270	4,540	5,890
First quartile mean salary	6,210	6,570	6,090	4,900	6,770	4,540	5,470	4,970	4,080	5,520
Minimum mean salary	3,130	5,700	4,860	3,130	4,620	2,510	2,510	3,600	2,790	3,290
Mean salary	7,210	6,980	6,950	5,190	7,630	5,180	5,710	5,380	4,420	5,610

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 1B.--Salaries (11-12 months) for deans and faculty members in JUNIOR COLLEGES by control and region: Contiguous States, 1961-62

Academic rank	Public junior colleges, by region					Private junior colleges, by region				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number of:										
Institutions	80	10	21	17	32	67	20	12	26	9
Individuals	106	10	26	20	50	84	33	14	28	9
Maximum mean salary	$16,000	$15,000	$13,710	$10,700	$16,000	$15,000	$15,000	$9,600	$8,600	$9,440
Third quartile mean salary	11,710	10,700	11,500	8,300	13,570	8,100	10,260	8,100	7,000	8,040
Median mean salary	9,600	10,200	9,200	7,790	10,940	7,350	8,000	8,000	6,250	7,030
First quartile mean salary	8,650	9,500	8,300	6,200	9,470	6,000	7,300	7,560	5,700	6,200
Minimum mean salary	5,300	8,800	7,100	5,300	7,500	5,000	5,130	5,400	5,000	5,540
Mean salary	10,260	10,890	9,910	7,570	11,400	7,630	8,740	7,760	6,470	7,210
All instructional personnel										
Number of:										
Institutions	60	7	13	14	26	49	15	12	14	8
Individuals	972	255	109	144	464	615	208	226	94	87
Maximum mean salary	$11,110	$9,170	$11,110	$7,680	$10,450	$9,030	$8,170	$9,030	$6,500	$6,820
Third quartile mean salary	9,030	9,170	9,010	7,190	8,930	5,980	6,240	6,480	5,200	6,480
Median mean salary	7,910	9,170	8,260	5,670	7,850	5,680	5,600	5,920	5,130	5,330
First quartile mean salary	7,190	8,620	7,910	4,820	7,390	5,120	5,090	5,750	4,460	3,970
Minimum mean salary	4,110	7,450	5,800	4,110	4,630	3,450	3,750	4,800	3,450	3,970
Mean salary	7,900	8,730	8,290	5,870	7,990	5,620	5,550	6,100	4,680	5,330

Table 2A.--Salaries (9-10 months) for deans and faculty members in JUNIOR COLLEGES with enrollment below 500, by control and region: Contiguous States, 1961-62

Academic rank	Public junior colleges, by region					Private junior colleges, by region				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number of:										
Institutions	21	2	10	1	8	19	3	4	11	1
Individuals	27	2	11	1	13	23	5	4	13	1
Maximum mean salary	$14,160		$9,850		$14,160	$10,500			$10,500	
Third quartile mean salary	9,010		8,200		9,330	7,000			7,200	
Median mean salary	8,400	(1/)	7,600	(1/)	8,980	5,770	(1/)	(1/)	5,770	(1/)
First quartile mean salary	7,500		7,450		8,520	5,050			5,050	
Minimum mean salary	5,910		6,900		6,850	2,160			2,160	
Mean salary	8,400		7,910		9,140	6,060			6,300	
All instructional personnel										
Number of:										
Institutions	108	17	51	13	27	80	24	13	37	6
Individuals	1,640	397	538	229	476	1,189	432	171	550	36
Maximum mean salary	$9,890	$7,780	$7,270	$5,489	$9,890	$9,350	$6,690	$9,350	$5,370	$5,520
Third quartile mean salary	6,660	7,270	6,280	5,260	6,780	5,370	5,970	5,040	4,760	5,330
Median mean salary	6,100	6,660	5,850	5,130	6,320	4,830	5,760	4,990	4,500	5,330
First quartile mean salary	5,500	6,570	5,580	4,330	5,670	4,260	5,100	4,730	3,990	3,540
Minimum mean salary	3,740	5,700	4,860	3,740	4,620	2,510	2,510	3,600	2,790	3,290
Mean salary	6,170	6,870	6,010	4,800	6,420	4,850	5,450	5,010	4,340	4,600

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 2B.--Salaries (11-12 months) for deans and faculty members in JUNIOR COLLEGES with enrollment below 500, by control and region: Contiguous States, 1961-62

Academic rank	Public junior colleges, by region					Private junior colleges, by region				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number of:										
Institutions	35	5	14	9	7	52	13	8	24	7
Individuals	40	5	15	11	9	60	19	8	26	7
Maximum mean salary	$11,500	$10,200	$11,500	$8,090	$10,200	$15,000	$15,000	$9,000	$8,600	$9,440
Third quartile mean salary	9,470	10,000	9,200	8,090	9,470	7,750	8,000	7,800	7,000	8,040
Median mean salary	8,400	9,600	8,400	7,160	9,470	6,850	7,750	6,620	6,210	7,030
First quartile mean salary	7,600	9,500	7,750	6,200	8,650	6,000	7,070	6,000	5,700	6,000
Minimum mean salary	5,300	8,800	7,100	5,300	7,500	5,000	5,130	5,400	5,000	5,540
Mean salary	8,410	9,620	8,620	7,010	9,070	7,030	7,830	7,120	6,400	7,090
All instructional personnel										
Number of:										
Institutions	19	1	5	7	6	33	9	7	10	7
Individuals	144	6	32	65	41	345	68	139	52	86
Maximum mean salary	$8,960		$8,260	$7,160	$8,300	$8,000	$8,000	$7,030	$6,500	$6,820
Third quartile mean salary	6,640		8,260	5,530	6,640	6,480	5,680	6,480	5,200	6,480
Median mean salary	5,530	(1/)	8,260	4,620	5,670	5,680	5,670	6,480	4,460	5,330
First quartile mean salary	4,820		6,550	4,110	5,120	4,800	3,750	5,240	3,450	3,970
Minimum mean salary	4,110		5,800	4,110	4,630	3,450	3,750	4,800	3,450	3,970
Mean salary	5,960		7,460	4,980	5,910	5,450	5,130	6,050	4,510	5,330

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 3A.--Salaries (9-10 months) for deans and faculty members in JUNIOR COLLEGES with enrollment of 500-999, by control and region: Contiguous States, 1961-62

Academic rank	Public junior colleges, by region					Private junior colleges, by region				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number of:										
Institutions	8	1	2	3	2	2	1	0	1	0
Individuals	17	9	2	3	3	2	1	0	1	0
Maximum mean salary	$11,250									
Third quartile mean salary	9,900									
Median mean salary	8,270	(1/)	(1/)	(1/)	(1/)	(1/)	(1/)		(1/)	
First quartile mean salary	8,270									
Minimum mean salary	6,800									
Mean salary	9,070									
All instructional personnel										
Number of:										
Institutions	43	3	10	13	17	11	5	1	3	2
Individuals	1,385	162	238	387	598	250	117	18	70	45
Maximum mean salary	$8,390		$8,390	$6,500	$8,230	$7,040	$7,040			
Third quartile mean salary	6,670		7,500	5,600	7,460	5,970	5,970			
Median mean salary	6,270	(1/)	6,430	5,000	6,310	5,800	5,930	(1/)	(1/)	(1/)
First quartile mean salary	5,600		6,370	4,600	5,760	5,320	5,800			
Minimum mean salary	3,130		5,970	3,130	5,050	4,320	5,760			
Mean salary	6,190		6,810	5,040	6,590	5,660	6,050			

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 3B.--Salaries (11-12 months) for deans and faculty members in JUNIOR COLLEGES with enrollment of 500-999, by control and region: Contiguous States, 1961-62

Academic rank	Public junior colleges, by region					Private junior colleges, by region				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number of:										
Institutions	19	2	3	7	7	10	5	3	0	2
Individuals	21	2	3	8	8	14	6	6	0	2
Maximum mean salary	$12,000			$10,700	$11,710	$10,500	$10,500			
Third quartile mean salary	10,700			9,000	10,200	9,170	10,000			
Median mean salary	9,400	(1/)	(1/)	8,300	9,700	8,100	9,170	(1/)		(1/)
First quartile mean salary	8,300			5,600	8,100	8,000	7,350			
Minimum mean salary	5,600			5,600	8,100	6,200	7,350			
Mean salary	9,270			8,150	9,740	8,420	8,980			
All instructional personnel										
Number of:										
Institutions	15	2	2	5	6	10	4	3	2	1
Individuals	88	10	19	33	26	183	92	62	28	1
Maximum mean salary	$10,210			$7,450	$10,210	$8,170				
Third quartile mean salary	7,910			5,700	7,390	5,750				
Median mean salary	7,050	(1/)	(1/)	5,700	7,390	5,600	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	5,700			4,950	7,000	5,290				
Minimum mean salary	4,950			4,950	5,200	5,090				
Mean salary	6,850			5,780	7,310	5,530				

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 4A.--Salaries (9-10 months) for deans and faculty members in JUNIOR COLLEGES with enrollment of 1,000-2,499, by control and region: Contiguous States, 1961-62

Academic rank	Public junior colleges, by region					Private junior colleges, by region				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number of:										
Institutions	3	1	0	0	2	3	1	0	1	1
Individuals	8	1	0	0	7	4	2	0	1	1
Maximum mean salary	(1/)	(1/)			(1/)	(1/)	(1/)		(1/)	(1/)
Median mean salary										
First quartile mean salary										
Minimum mean salary										
Mean salary										
All instructional personnel										
Number of:										
Institutions	34	2	11	2	19	7	3	1	2	1
Individuals	1,780	126	536	108	1,010	472	198	134	76	64
Maximum mean salary	$9,180		$8,150		$9,180	$6,320				
Third quartile mean salary	7,700		7,700		7,470	5,890				
Median mean salary	7,050	(1/)	7,450	(1/)	6,770	5,820	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	6,380		7,050		6,100	5,820				
Minimum mean salary	4,760		5,750		4,760	4,430				
Mean salary	7,130		7,380		7,020	5,750				

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 4B.--Salaries (11-12 months) for deans and faculty members in JUNIOR COLLEGES with enrollment of 1,000-2,499, by control and region: Contiguous States, 1961-62

Academic rank	Public junior colleges, by region					Private junior colleges, by region				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number of:										
Institutions	13	2	3	1	7	5	2	1	2	0
Individuals	18	2	6	1	9	10	7	1	2	0
Maximum mean salary	$13,710				$12,900	$12,000				
Third quartile mean salary	13,500				11,640	10,620				
Median mean salary	11,640	(1/)	(1/)	(1/)	10,940	10,620	(1/)	(1/)	(1/)	
First quartile mean salary	10,500				10,500	9,600				
Minimum mean salary	8,500				8,500	6,900				
Mean salary	11,700				10,890	10,160				
All instructional personnel										
Number of:										
Institutions	15	3	5	1	6	6	2	2	2	0
Individuals	277	91	28	1	157	87	48	25	14	0
Maximum mean salary	$11,110		$11,110		$10,450	$9,030				
Third quartile mean salary	8,630		9,240		8,600	6,270				
Median mean salary	8,600	(1/)	9,240	(1/)	8,600	6,240	(1/)	(1/)	(1/)	
First quartile mean salary	7,460		8,720		5,980	6,240				
Minimum mean salary	5,980		7,440		5,980	5,560				
Mean salary	8,040		9,030		7,840	6,500				

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 5A.--Salaries (9-10 months) for deans and faculty members in
JUNIOR COLLEGES
with enrollment of 2,500 and over,
by control and region: Contiguous States, 1961-62

Academic rank	Public junior colleges, by region					Private junior colleges, by region				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number of:										
Institutions	4	0	0	0	4	0	0	0	0	0
Individuals	11	0	0	0	11	0	0	0	0	0
Maximum mean salary	(1/)				(1/)					
Third quartile mean salary										
Median mean salary										
First quartile mean salary										
Minimum mean salary										
Mean salary										
All instructional personnel										
Number of:										
Institutions	24	0	3	1	20	0	0	0	0	0
Individuals	3,797	0	416	97	3,284	0	0	0	0	0
Maximum mean salary	$9,060				$9,060					
Third quartile mean salary	8,340				8,420					
Median mean salary	8,230		(1/)	(1/)	8,340					
First quartile mean salary	8,000				8,020					
Minimum mean salary	5,780				5,940					
Mean salary	8,070				8,190					

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 5B.--Salaries (11-12 months) for deans and faculty members in
JUNIOR COLLEGES
with enrollment of 2,500 and over,
by control and region: Contiguous States, 1961-62

Academic rank	Public junior colleges, by region					Private junior colleges, by region				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number of:										
Institutions	13	1	1	0	11	0	0	0	0	0
Individuals	27	1	2	0	24	0	0	0	0	0
Maximum mean salary	$16,000				$16,000					
Third quartile mean salary	14,400				14,400					
Median mean salary	13,570	(1/)	(1/)		13,570					
First quartile mean salary	11,480				11,480					
Minimum mean salary	9,420				9,420					
Mean salary	12,810				12,990					
All instructional personnel										
Number of:										
Institutions	11	1	1	1	8	0	0	0	0	0
Individuals	463	148	30	45	240	0	0	0	0	0
Maximum mean salary	$10,450				$10,450					
Third quartile mean salary	9,170				9,430					
Median mean salary	9,170	(1/)	(1/)	(1/)	7,850					
First quartile mean salary	7,850				7,850					
Minimum mean salary	6,500				6,500					
Mean salary	8,630				8,510					

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 6.--Salaries (11-12 months) for selected administrative positions in JUNIOR COLLEGES by control and enrollment size: Contiguous States, 1961-62

Position	Public junior colleges, by enrollment size				Private junior colleges, by enrollment size		
	Below 500	500-999	1,000-2,499	2,500 and more	Below 500	500-999	1,000-2,499
President							
Positions reported	98	43	38	25	82	19	9
Maximum salary	$20,600	$26,150	$23,000	$22,500	$20,000	$22,000	$25,000
Third quartile salary	11,600	14,000	15,500	18,560	11,440	17,000	23,650
Median salary	9,820	12,000	13,800	16,600	9,000	12,000	16,200
First quartile salary	8,200	10,500	12,180	15,000	7,300	10,000	11,000
Minimum salary	6,000	7,500	9,200	12,600	3,000	6,720	10,000
Mean salary	10,420	12,540	14,590	16,820	9,820	13,240	17,120
Chief Business Officer							
Positions reported	39	26	24	15	61	15	9
Maximum salary	$16,340	$11,200	$13,500	$19,200	$10,000	$15,000	$12,500
Third quartile salary	8,000	8,500	11,250	14,570	7,400	10,200	10,500
Median salary	6,300	7,100	8,450	12,340	6,500	8,900	8,400
First quartile salary	5,400	6,500	7,200	10,800	5,200	6,900	7,000
Minimum salary	2,700	4,620	6,000	5,870	3,000	5,500	5,480
Mean salary	6,730	7,440	9,250	12,520	6,430	9,010	8,850
Supt. of Buildings and Grounds							
Positions reported	28	17	18	12	48	9	7
Maximum salary	$9,000	$9,180	$10,970	$15,360	$10,000	$7,760	$10,300
Third quartile salary	5,350	6,330	9,000	8,410	5,000	6,500	8,600
Median salary	4,700	5,400	7,200	6,750	4,200	5,300	6,600
First quartile salary	4,000	4,500	5,200	6,150	3,300	4,800	6,120
Minimum salary	3,000	2,880	4,200	4,900	2,080	4,000	6,120
Mean salary	4,860	5,550	7,230	7,890	4,440	5,670	7,130
Director of Library							
Positions reported	21	21	16	13	26	8	7
Maximum salary	$9,130	$8,600	$10,400	$14,400	$10,000	$7,000	$8,000
Third quartile salary	6,800	8,000	9,000	10,090	5,400	6,600	7,000
Median salary	6,020	6,600	7,600	9,810	5,000	6,000	6,200
First quartile salary	5,250	6,000	6,400	8,980	4,000	4,720	5,000
Minimum salary	3,300	3,900	5,500	5,070	2,080	4,200	4,800
Mean salary	5,990	6,600	7,850	9,930	5,000	5,980	6,230
Registrar or Director of Admissions							
Positions reported	36	27	27	23	54	17	7
Maximum salary	$9,600	$10,100	$12,500	$15,720	$12,300	$10,500	$10,900
Third quartile salary	7,150	8,800	10,040	12,700	7,500	8,300	8,200
Median salary	6,650	8,000	8,450	10,510	5,500	6,600	7,200
First quartile salary	5,140	7,200	6,890	8,800	4,500	6,000	6,930
Minimum salary	2,400	3,290	3,480	6,500	2,220	4,380	5,920
Mean salary	6,290	7,710	8,360	10,700	5,930	6,960	7,740
Chief Student Personnel Officer							
Positions reported	23	20	25	20	37	9	4
Maximum salary	$11,500	$11,690	$12,880	$18,000	$9,600	$10,000	
Third quartile salary	8,560	9,000	11,130	14,000	7,430	8,900	
Median salary	7,600	7,770	9,330	12,080	5,800	6,900	(1/)
First quartile salary	6,000	6,500	8,140	11,010	5,000	5,400	
Minimum salary	2,400	5,200	6,760	8,750	2,000	3,900	
Mean salary	7,250	7,960	9,710	12,560	5,960	7,100	

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

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A HALF-CENTURY OF SALARIES AT LAND-GRANT INSTITUTIONS

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Interest in assuring a flow of competent faculty and administrative personnel for the steadily rising college population has stimulated numerous agencies and independent researchers to focus attention on this important problem. Because size of salary is deemed a key factor in attracting and holding personnel, many studies are being made in that area. In our spiralling economy teachers appear not to have fared as well as many other groups, including both professional bodies and skilled and unskilled labor groups. Tickton's 1959 study[1/] pointed out that teachers' salaries have not kept pace with salaries of persons in other fields who have similar training and experience and that indeed in many cases the actual purchasing power of the teacher was less in 1959 than at the turn of this century. The present study examines the changes over the past 50 years in the salaries of a relatively homogeneous group of personnel--faculty in land-grant institutions.

From its surveys of higher education institutions, the Office of Education possesses salary data for about half the years between 1912-13 and 1961-62 for those 52[2/] land-grant institutions which have been attended predominantly by white students. (Since 1957-58 these figures have been a part of the annual Planning and Management Data report on all higher education institutions.) It is these data which form the basis for answers to the following questions:

1. What changes have occurred in faculty salaries at these institutions between 1912-13 and 1961-62?

   a. Before taxes?
   b. After taxes?
   c. After adjustment to purchasing power in accordance with the Consumer Price Index?

2. What trends have appeared in these salaries over the 50-year span?

Admittedly, persons employed at these institutions represent a rather select group of individuals salarywise (in 1961-62 their salaries averaged the following percentages higher than the salaries for all 4-year public institutions: professors, 7.6 percent; associate professors, 5.9 percent; assistant professors, 2.6 percent; and instructors, 0.4 percent). However, the salary trends shown here are considered typical of salary trends for other faculty groups.

1/ Tickton, Sidney G., *Teaching Salaries Then and Now--A Second Look*, 1959. Published by The Fund for the Advancement of Education, updating earlier study.

2/ The 16 land-grant institutions attended predominantly by Negro students were not included because of incomplete reports for the earlier years. Of the 52 institutions, responses were received from 51 for each of the years reported, except as follows: 1912-13 and 1921-22--50 institutions; 1939-40 and 1941-42--52 institutions; 1957-58 and 1960-61--49 institutions; 1958-59--46 institutions; and 1959-60--48 institutions. The 52 land-grant institutions include one in each of the 50 States (2 in Massachusetts) and one in Puerto Rico.

Procedure

From the available salary surveys, figures 1-6 have been constructed to show median[3/] salaries of president, dean, professor, associate professor, assistant professor, and instructor, respectively. Nine years between 1912-13 and 1961-62 were selected to serve as trend indicators, and a graph has been made for each academic position to show percentages of change between the 1912-13 salary and the salaries for the selected years. Salaries for president and dean are 11-12-month salaries, and those for the four faculty ranks are 9-10-month salaries. No fringe benefits were considered in compiling the data.

In order to show the effect of taxation on salaries, the median salaries were converted to "take-home" pay (salary after Federal income taxes) from Internal Revenue schedules,[4/] both for the single individual with one exemption and for the married person claiming four exemptions. Then with the aid of a Department of Labor table[5/] based on the Consumer Price Index, "real" purchasing power for the take-home salaries was computed, using the 1957-59 dollar as $1.00 (table 1). Thus figures 1-6 show five items: gross salary, take-home pay for one exemption, take-home pay for four exemptions, take-home salary adjusted to purchasing power for the individual with one exemption, and take-home salary adjusted to purchasing power for the individual with four exemptions.

Analysis of Data

From figures 1-6, comparison of 1912-13 and 1961-62 salaries reveals the following changes over the half-century for the six academic positions:

President--Gross salary rose 350 percent during this period; take-home pay with 1 exemption rose nearly 200 percent; take-home pay with 4 exemptions rose over 200 percent; salary adjusted to purchasing power, for the 1-exemption administrator, fell by 7 percent; and salary adjusted to purchasing power, for the 4-exemption administrator, rose 13 percent.

Dean--Gross salary rose 500 percent; take-home pay with 1 exemption rose 300 percent; take-home pay with 4 exemptions rose almost 400 percent; salary adjusted to purchasing power, for the 1-exemption administrator, rose 39 percent; and salary adjusted to purchasing power, for the 4-exemption administrator, rose 60 percent.

Professor--Gross salary rose 400 percent; take-home pay with 1 exemption rose almost 300 percent; take-home pay with 4 exemptions rose over 300 percent; salary adjusted to purchasing power, for the 1-exemption teacher, rose 26 percent; and salary adjusted to purchasing power, for the 4-exemption teacher, rose 42 percent.

Associate professor--Gross salary rose more than 400 percent; take-home pay with 1 exemption rose over 300 percent; take-home pay with 4 exemptions rose 350 percent; salary adjusted to purchasing power, for the 1-exemption teacher, rose 35 percent; and salary adjusted to purchasing power, for the 4-exemption teacher, rose 49 percent.

Assistant professor--Gross salary rose almost 400 percent; take-home pay with 1 exemption rose almost 300 percent; take-home pay with 4 exemptions rose more than 300 percent; salary adjusted to purchasing power, for the 1-exemption teacher, rose 27 percent; and salary adjusted to purchasing power, for the 4-exemption teacher, rose 39 percent.

Instructor--Gross salary rose 400 percent; take-home pay with 1 exemption rose 300 percent; take-home pay with 4 exemptions rose 350 percent; salary adjusted to purchasing power, for the 1-exemption teacher, rose 33 percent; and salary adjusted to purchasing power, for the 4-exemption teacher, rose 47 percent.

In figures 1-6 it is seen that the spread over the 50-year period presents approximately the same pattern for each of the six positions studied. It was in 1941-42 that income tax began to take a

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3/ For 1912-13 the median salary was derived as the midpoint between the median minimum salary and the median maximum salary, since only minimums and maximums were reported in the Office publication for that year.

4/ "Individual Income Tax Liability and Effective Rates, for Selected Income Groups: 1913 to 1957," Series Y343-356, Treasury Department. No change in rate has occurred in the years 1957-62.

5/ "Purchasing Power of the Consumer Dollar in United States Cities, 1913 Forward," U. S. Department of Labor, Bureau of Labor Statistics, Washington 25, D. C.

significant toll. As the Tickton study pointed out, real salaries had begun to rise in 1959. The trend continues in the 1961-62 data. However, it may be observed that for the 10-year period prior to 1959, real salary had been dipping below 1912 real values for college presidents and had been only some 25 percent higher than in 1912 for deans and the four faculty ranks.

It is interesting to note that the various trend lines appear to follow a little behind the general economy; both the depression of the thirties and the inflation of World War II were not reflected in teachers' salaries until well after they were reflected in other wages. College presidents have a long way to go to attain a real salary equal to that of their peak year, 1930. Real salaries of deans and the four faculty ranks have only recently surpassed real salaries for their respective positions during the 1930 peak year.

Summary

Clearly the financial position of the land-grant college teacher leaves much to be desired, when one observes that salaries for the 4-exemption individuals in the six positions have risen in real value only from 13 percent (president) to 60 percent (dean) over a half-century. And if these faculty members are considered a comparatively elite group salarywise, then the situation for teachers in other groups of institutions can be only worse. However, it is encouraging that the current trend in salaries is upward, even though it is occurring late in relation to our recent inflationary years.

Table 1.--Purchasing power of the consumer dollar in United States cities
(Based on the Consumer Price Index)
1957-59 = $1.00

1913	$2.901	1938	$2.034
1914	2.860	1939	2.066
1915	2.827	1940	2.048
1916	2.633	1941	1.951
1917	2.239	1942	1.761
1918	1.908	1943	1.658
1919	1.658	1944	1.632
1920	1.432	1945	1.595
1921	1.606	1946	1.471
1922	1.714	1947	1.285
1923	1.683	1948	1.194
1924	1.679	1949	1.205
1925	1.636	1950	1.194
1926	1.623	1951	1.106
1927	1.654	1952	1.081
1928	1.674	1953	1.072
1929	1.674	1954	1.069
1930	1.719	1955	1.071
1931	1.887	1956	1.056
1932	2.101	1957	1.021
1933	2.218	1958	0.994
1934	2.145	1959	0.985
1935	2.091	1960	0.971
1936	2.069	1961	0.960
1937	1.999	1962 (through March)	0.955

Note: Calendar years are represented here.

Figure 1.--Percentage changes in median salaries (11-12 months) of presidents in 52 land-grant institutions--before taxes, after taxes (for 1 exemption and for 4 exemptions), and adjusted to purchasing power (for 1 exemption and for 4 exemptions, using 1957-59 dollar as $1.00): Aggregate United States, selected years 1912-13 to 1961-62

Median salaries for president for five categories shown in graph
(Lines marked by asterisks represent graph years)

Year	Before taxes	After taxes (1 exemption)	After taxes (4 exemptions)	Column 3 adjusted to purchasing power	Column 4 adjusted to purchasing power
1	2	3	4	5	6
*1912-13	$5,000	$4,980	$4,990	$14,447	$14,476*
1921-22	7,500	7,080	7,224	12,135	12,382
*1922-23	7,500	7,185	7,293	12,092	12,274*
1923-24	8,000	7,850	7,919	13,180	13,296
1924-25	9,000	8,872	8,937	14,515	14,621
1925-26	10,000	9,846	9,917	15,980	16,095
*1926-27	10,000	9,846	9,917	16,285	16,403*
1927-28	10,000	9,846	9,917	16,482	16,601
1928-29	10,000	9,910	9,960	16,589	16,673
1929-30	11,000	10,800	10,877	18,565	18,698
*1930-31	11,500	11,277	11,357	21,280	21,431*
1934-35	11,000	10,331	10,560	21,602	22,081
*1935-36	9,000	8,531	8,736	17,651	18,075*
1936-37	9,432	8,872	9,089	17,735	18,169
1937-38	10,125	9,565	9,782	19,455	19,897
1939-40	10,125	9,439	9,685	19,331	19,835
*1941-42	10,542	8,152	8,628	14,356	15,194*
*1949-50	14,749	10,717	12,142	12,796	14,498*
*1951-52	16,375	10,764	12,697	11,636	13,725*
*1957-58	18,050	12,108	14,211	12,035	14,126*
1958-59	18,500	12,309	14,504	12,124	14,286
*1959-60	20,000	13,058	15,536	12,679	15,085*
1960-61	21,000	13,488	16,160	12,948	15,514
*1961-62	22,500	14,131	17,134	13,495	16,363*

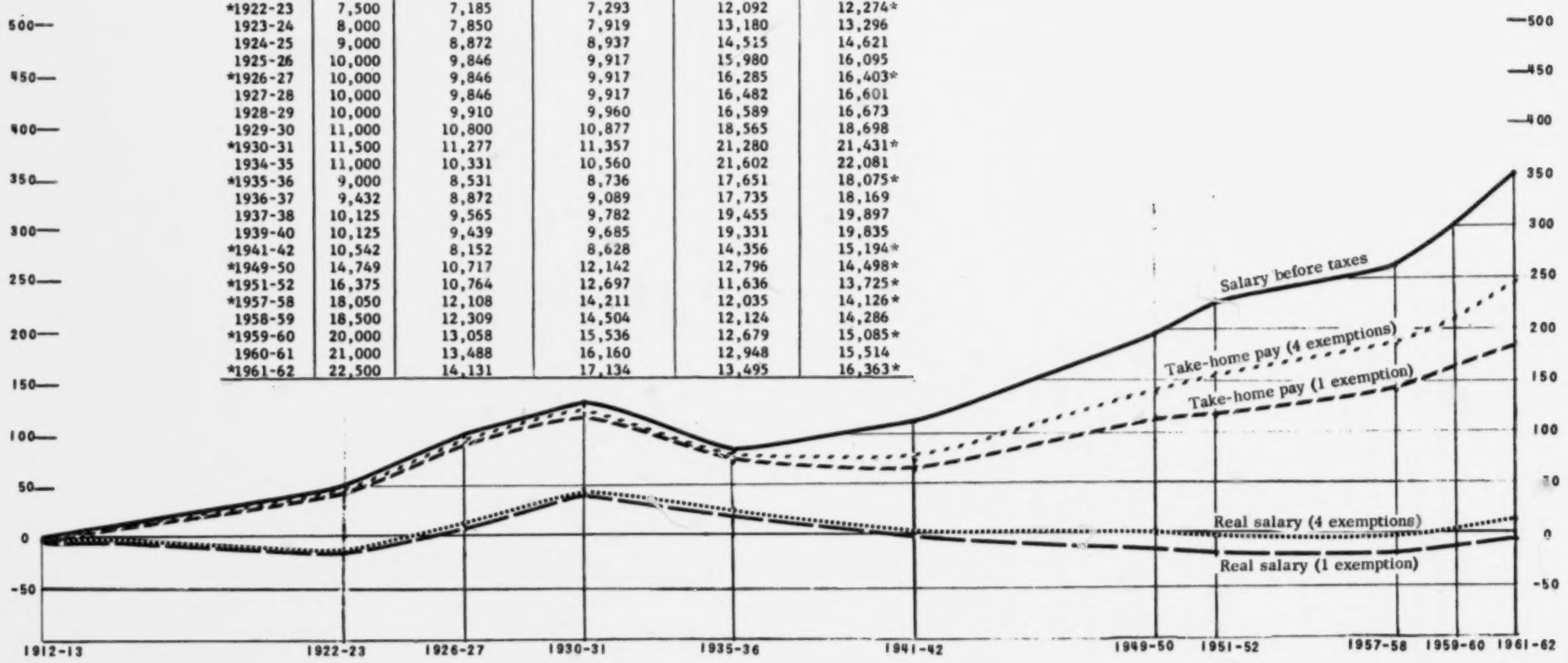


Figure 2. --Percentage changes in median salaries (11-12 months) of deans in 52 land-grant institutions--before taxes, after taxes (for 1 exemption and for 4 exemptions), and adjusted to purchasing power (for 1 exemption and for 4 exemptions, using 1957-59 dollar as $1.00): Aggregate United States, selected years 1912-13 to 1961-62

Median salaries for dean for five categories shown in graph
(Lines marked by asterisks represent graph years)

Year	Before taxes	After taxes (1 exemption)	After taxes (4 exemptions)	Column 3 adjusted to purchasing power	Column 4 adjusted to purchasing power
1	2	3	4	5	6
*1912-13	$2,600	$2,600	$2,600	$7,543	$7,543*
1921-22	4,320	4,190	4,320	7,182	7,405
*1922-23	4,350	4,220	4,350	7,102	7,321*
1923-24	4,500	4,447	4,500	7,467	7,556
1924-25	4,500	4,466	4,500	7,306	7,362
1925-26	4,900	4,860	4,900	7,888	7,953
*1926-27	5,000	4,960	4,992	8,204	8,257*
1927-28	5,000	4,960	4,992	8,303	8,357
1928-29	5,071	5,058	5,068	8,467	8,484
1929-30	5,244	5,202	5,236	8,942	9,001
*1930-31	5,457	5,413	5,449	10,214	10,282*
1934-35	4,652	4,512	4,652	9,435	9,727
*1935-36	4,859	4,719	4,859	9,764	10,053*
1936-37	5,082	4,942	5,034	9,879	10,063
1937-38	5,207	5,067	5,159	10,306	10,496
1939-40	5,382	5,210	5,307	10,670	10,869
*1941-42	5,588	4,576	4,896	8,058	8,622*
*1949-50	7,779	6,175	6,763	7,373	8,075*
*1951-52	8,697	6,460	7,169	6,983	7,750*
*1957-58	11,960	8,720	9,848	8,668	9,789*
1958-59	12,990	9,348	10,618	9,208	10,459
*1959-60	13,500	9,657	10,998	9,377	10,679*
1960-61	14,320	10,072	11,558	9,669	11,096
*1961-62	15,740	10,942	12,640	10,456	12,071*

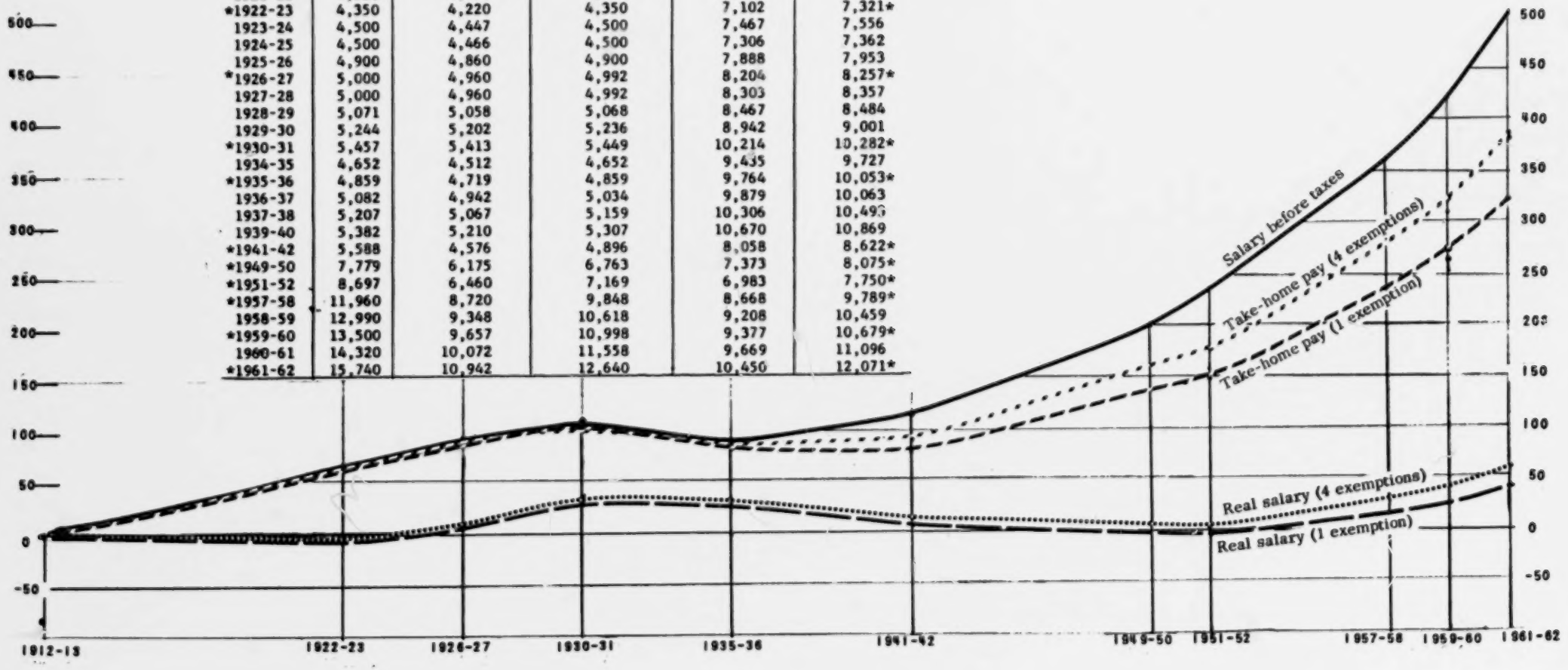


Figure 3.--Percentage changes in median salaries (9-10 months) of professors in 52 land-grant institutions--before taxes, after taxes (for 1 exemption and for 4 exemptions), and adjusted to purchasing power (for 1 exemption and for 4 exemptions, using 1957-59 dollar as $1.00): Aggregate United States, selected years 1912-13 to 1961-62

Median salaries for professor for five categories shown in graph
(Lines marked by asterisks represent graph years)

Year	Before taxes	After taxes (1 exemption)	After taxes (4 exemptions)	Column 3 adjusted to purchasing power	Column 4 adjusted to purchasing power
1	2	3	4	5	6
*1912-13	$2,192	$2,192	$2,192	$6,359	$6,359*
1921-22	3,300	3,208	3,300	5,499	5,656
*1922-23	3,500	3,425	3,500	5,764	5,891*
1923-24	3,500	3,462	3,500	5,813	5,877
1924-25	3,600	3,576	3,600	5,850	5,890
1925-26	3,600	3,576	3,600	5,804	5,843
*1926-27	3,700	3,676	3,700	6,080	6,120*
1927-28	3,700	3,676	3,700	6,154	6,194
1928-29	4,278	4,268	4,278	7,145	7,161
1929-30	4,457	4,424	4,457	7,605	7,662
*1930-31	4,513	4,480	4,513	8,454	8,516*
1934-35	3,775	3,683	3,775	7,701	7,894
*1935-36	3,951	3,847	3,951	7,959	8,175*
1936-37	4,166	4,062	4,166	8,120	8,328
1937-38	4,163	4,059	4,163	8,256	8,468
1939-40	4,245	4,106	4,245	8,409	8,694
*1941-42	4,302	3,550	3,844	6,252	6,769*
*1949-50	6,132	5,052	5,506	6,032	6,574*
*1951-52	6,926	5,259	5,886	5,685	6,363*
*1957-58	8,690	6,693	7,391	6,653	7,347*
1958-59	9,820	7,384	8,228	7,273	8,105
*1959-60	9,750	7,314	8,158	7,102	7,921*
1960-61	10,600	7,914	8,842	7,597	8,488
*1961-62	11,460	8,421	9,478	8,042	9,051*

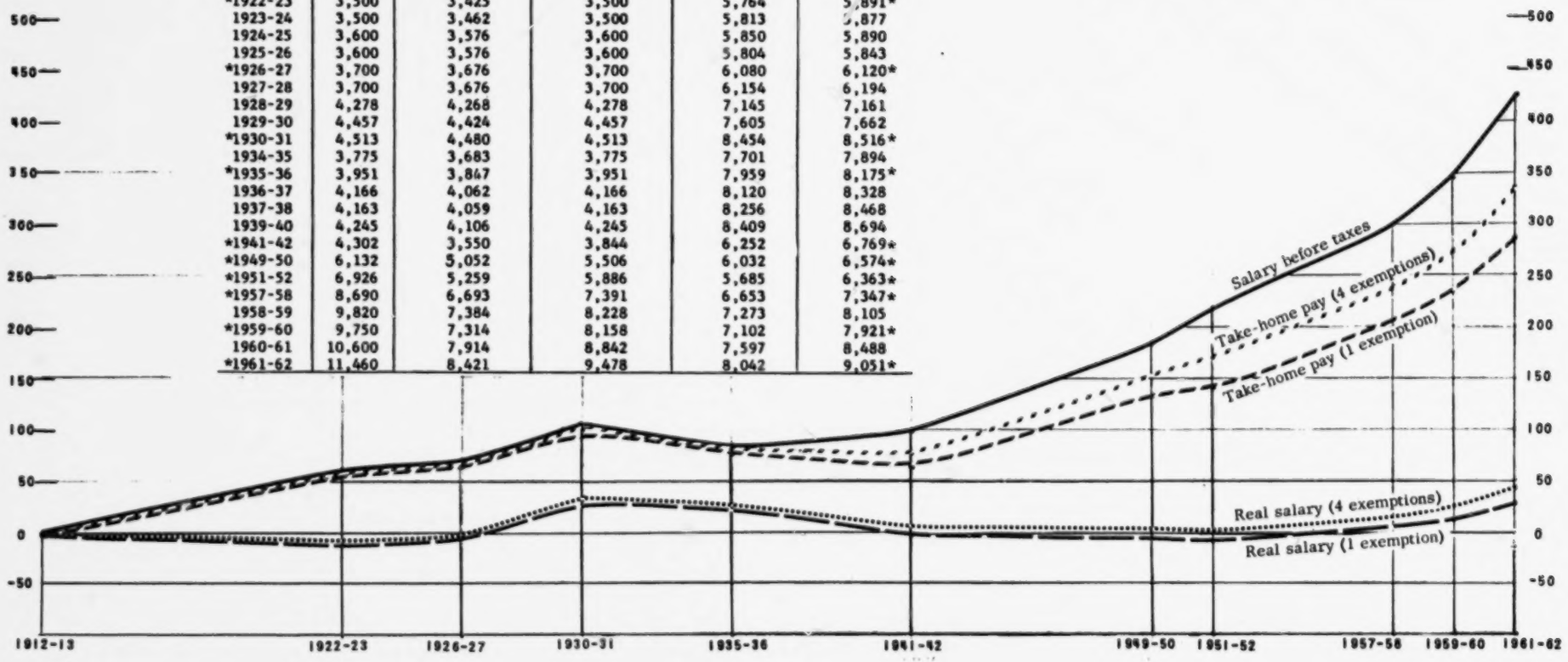


Figure 4.--Percentage changes in median salaries (9-10 months) of associate professors in 52 land-grant institutions--before taxes, after taxes (for 1 exemption and for 4 exemptions), and adjusted to purchasing power (for 1 exemption and for 4 exemptions, using 1957-59 dollar as $1.00): Aggregate United States, selected years 1912-13 to 1961-62

Median salaries for associate professor for five categories shown in graph
(Lines marked by asterisks represent graph years)

Year	Before taxes	After taxes (1 exemption)	After taxes (4 exemptions)	Column 3 adjusted to purchasing power	Column 4 adjusted to purchasing power
1	2	3	4	5	6
*1912-13	$1,650	$1,650	$1,650	$4,787	$4,787*
1921-22	2,750	2,680	2,750	4,594	4,714
*1922-23	2,800	2,746	2,800	4,622	4,712*
1923-24	2,900	2,870	2,900	4,819	4,869
1924-25	2,850	2,833	2,850	4,635	4,663
1925-26	2,900	2,883	2,900	4,679	4,707
*1926-27	3,000	2,983	3,000	4,934	4,962*
1927-28	3,100	3,083	3,100	5,161	5,189
1928-29	3,342	3,336	3,342	5,584	5,595
1929-30	3,349	3,328	3,349	5,721	5,757
*1930-31	3,362	3,341	3,362	6,304	6,344*
1934-35	2,903	2,835	2,903	5,928	6,070
*1935-36	2,973	12,905	2,973	6,010	6,151*
1936-37	3,144	3,076	3,144	6,149	6,285
1937-38	3,189	3,121	3,189	6,348	6,486
1939-40	3,272	3,177	3,272	6,506	6,701
*1941-42	3,324	2,777	3,066	4,890	5,399*
*1949-50	4,930	4,087	4,478	4,880	5,347*
*1951-52	5,524	4,327	4,836	4,677	5,228*
*1957-58	6,890	5,398	5,954	5,366	5,918*
1958-59	7,490	5,854	6,446	5,766	6,349
*1959-60	7,640	5,956	6,560	5,783	6,370*
1960-61	8,060	6,280	6,908	6,029	6,632
*1961-62	8,780	6,781	7,481	6,476	7,144*

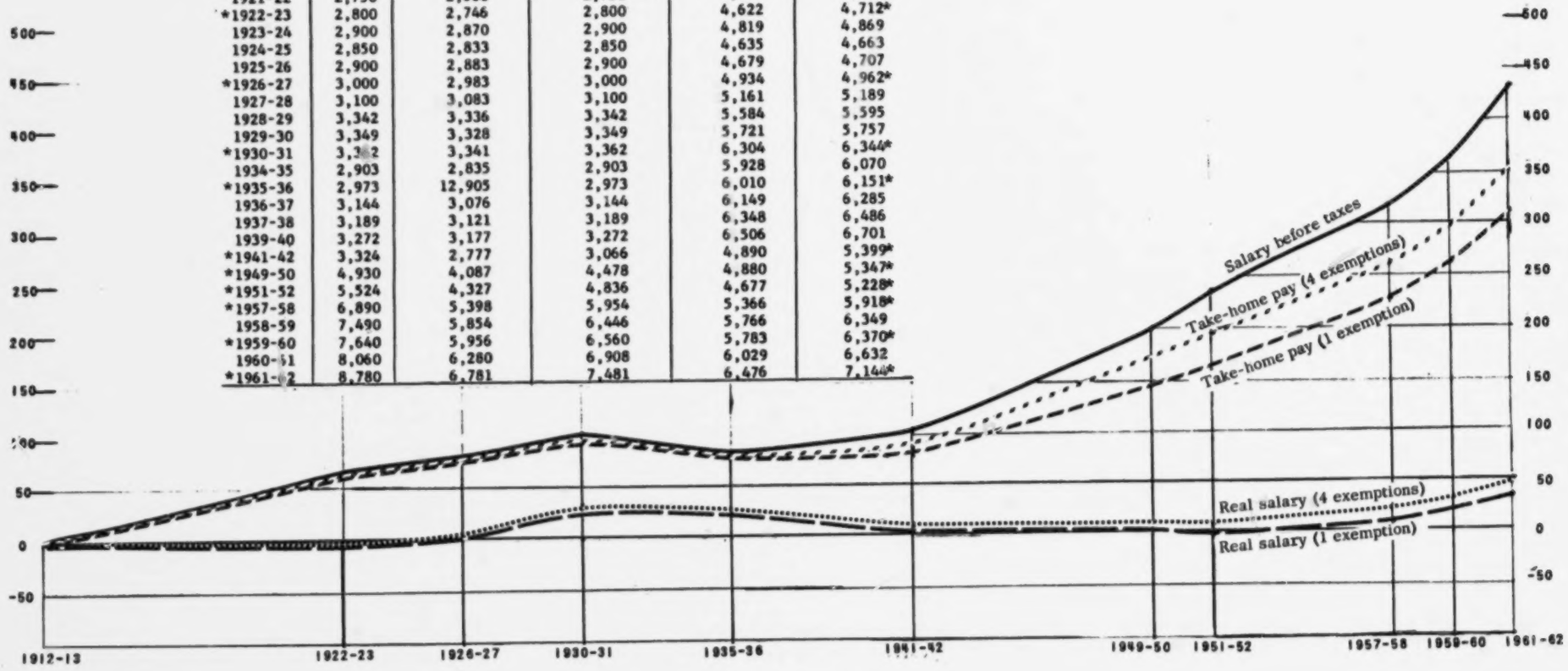


Figure 5.--Percentage changes in median salaries (9-10 months) of assistant professors in 52 land-grant institutions--before taxes, after taxes (for 1 exemption and for 4 exemptions), and adjusted to purchasing power (for 1 exemption and for 4 exemptions, using 1957-59 dollar as $1.00): Aggregate United States, selected years 1912-13 to 1961-62

Median salaries for assistant professor for five categories shown in graph
(Lines marked by asterisks represent graph years)

Year	Before taxes	After taxes (1 exemption)	After taxes (4 exemptions)	Column 3 adjusted to purchasing power	Column 4 adjusted to purchasing power
1	2	3	4	5	6
*1912-13	$1,475	$1,475	$1,475	$4,279	$4,279*
1921-22	2,320	2,273	2,320	3,896	3,976
*1922-23	2,400	2,364	2,400	3,979	4,039*
1923-24	2,400	2,380	2,400	3,996	4,030
1924-25	2,500	2,488	2,500	4,070	4,090
1925-26	2,500	2,488	2,500	4,038	4,058
*1926-27	2,500	2,488	2,500	4,115	4,135*
1927-28	2,580	2,568	2,580	4,299	4,319
1928-29	2,738	2,733	2,738	4,575	4,583
1929-30	2,818	2,803	2,818	4,818	4,844
*1930-31	2,837	2,822	2,837	5,385	5,353*
1934-35	2,449	2,399	2,449	5,010	5,121
*1935-36	2,486	2,436	2,486	5,040	5,144*
1936-37	2,556	2,506	2,556	5,009	5,109
1937-38	2,592	2,542	2,592	5,170	5,272
1939-40	2,605	2,537	2,605	5,196	5,335
*1941-42	2,645	2,239	2,514	3,943	4,427*
*1949-50	4,085	3,449	3,807	4,118	4,546*
*1951-52	4,573	3,725	4,107	4,027	4,440*
*1957-58	5,720	4,516	5,000	4,489	4,970*
1958-59	6,010	4,806	5,290	4,734	5,211
*1959-60	6,380	5,061	5,588	4,914	5,426*
1960-61	6,670	5,274	5,806	5,063	5,574
*1961-62	7,170	5,678	6,234	5,422	5,953*

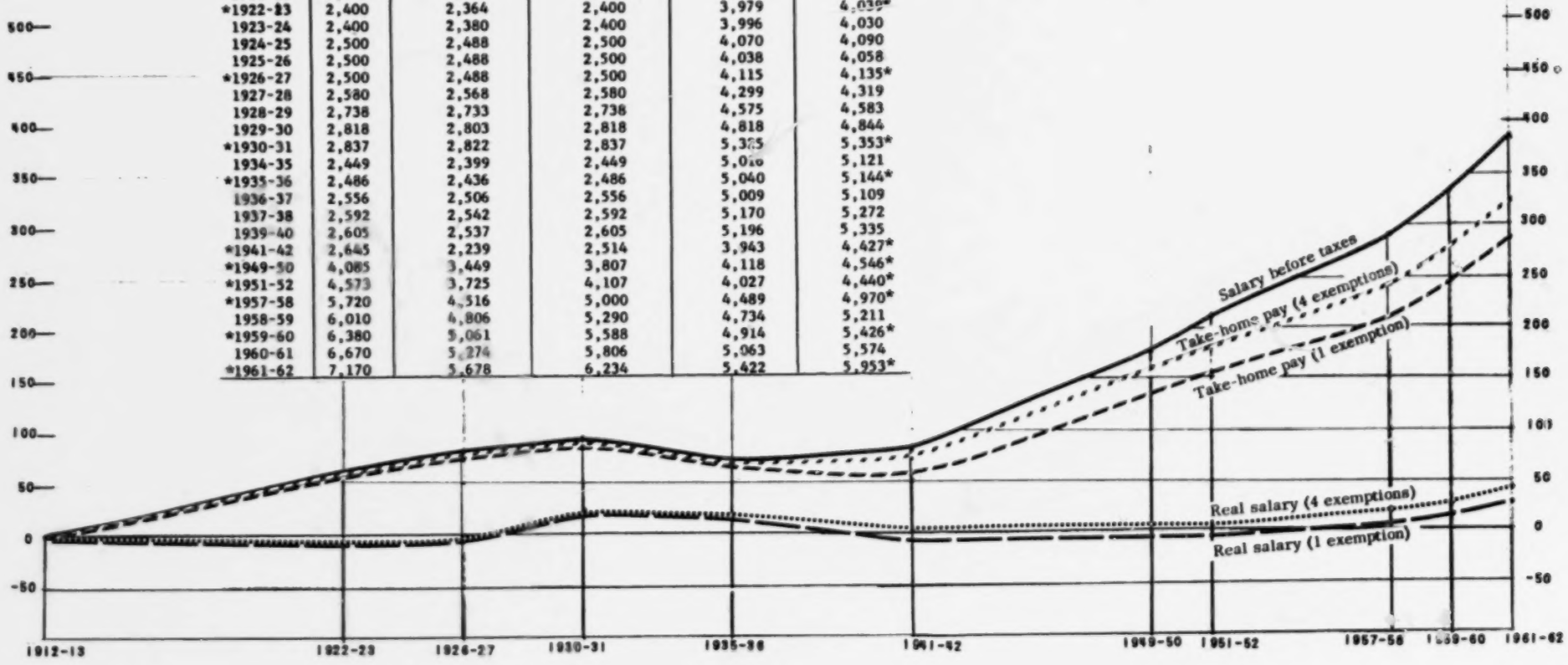
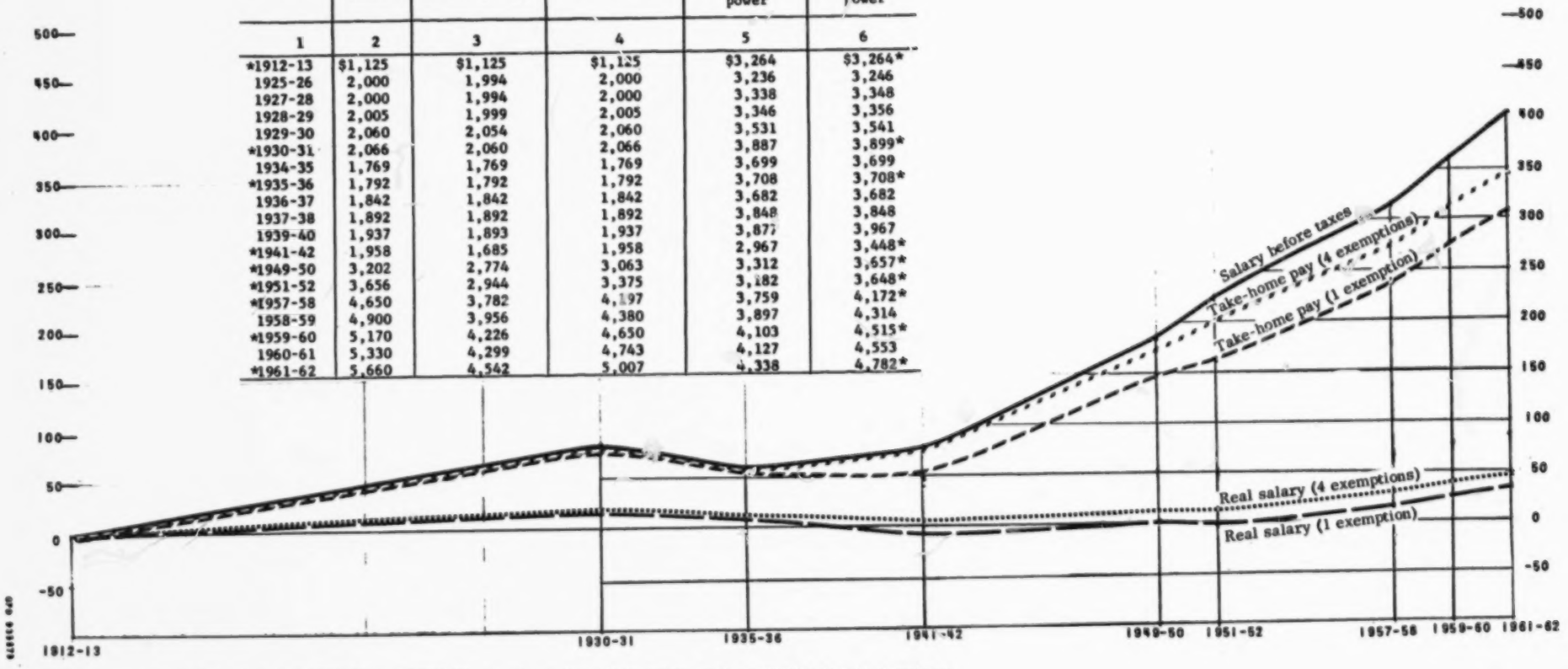


Figure 6.--Percentage changes in median salaries (9-10 months) of instructors in 52 land-grant institutions--before taxes, after taxes (for 1 exemption and for 4 exemptions), and adjusted to purchasing power (for 1 exemption and for 4 exemptions, using 1957-59 dollar as $1.00): Aggregate United States, selected years 1912-13 to 1961-62

Median salaries for instructor for five categories shown in graph
(Lines marked by asterisks represent graph years)

Year	Before taxes	After taxes (1 exemption)	After taxes (4 exemptions)	Column 3 adjusted to purchasing power	Column 4 adjusted to purchasing power
1	2	3	4	5	6
*1912-13	$1,125	$1,125	$1,125	$3,264	$3,264*
1925-26	2,000	1,994	2,000	3,236	3,246
1927-28	2,000	1,994	2,000	3,338	3,348
1928-29	2,005	1,999	2,005	3,346	3,356
1929-30	2,060	2,054	2,060	3,531	3,541
*1930-31	2,066	2,060	2,066	3,887	3,899*
1934-35	1,769	1,769	1,769	3,699	3,699
*1935-36	1,792	1,792	1,792	3,708	3,708*
1936-37	1,842	1,842	1,842	3,682	3,682
1937-38	1,892	1,892	1,892	3,848	3,848
1939-40	1,937	1,893	1,937	3,877	3,967
*1941-42	1,958	1,685	1,958	2,967	3,448*
*1949-50	3,202	2,774	3,063	3,312	3,657*
*1951-52	3,656	2,944	3,375	3,182	3,648*
*1957-58	4,650	3,782	4,197	3,759	4,172*
1958-59	4,900	3,956	4,380	3,897	4,314
*1959-60	5,170	4,226	4,650	4,103	4,515*
1960-61	5,330	4,299	4,743	4,127	4,553
*1961-62	5,660	4,542	5,007	4,338	4,782*



Note: Salaries for 1922-23 and 1926-27, as shown for other ranks, not available for instructors.

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